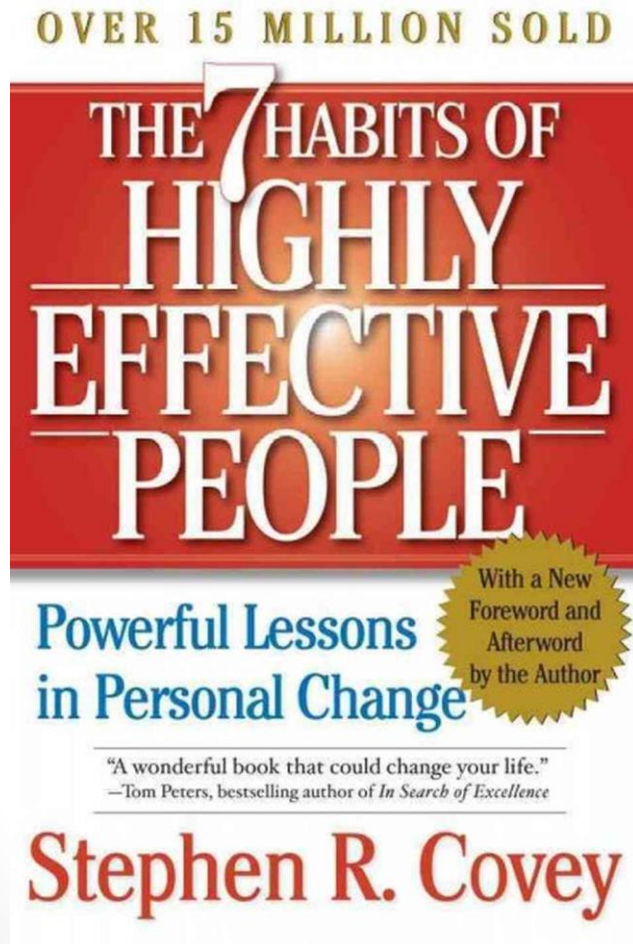


The 7 Habits of Highly Effective People

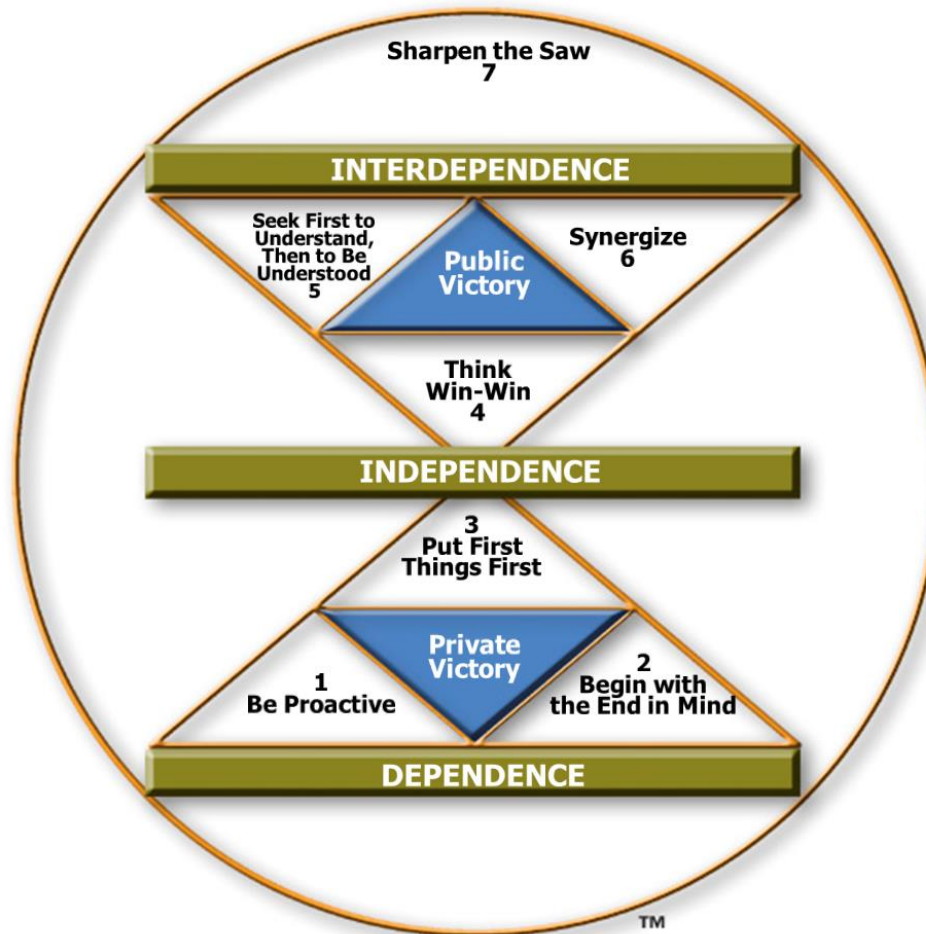
Habit 6: Synergize

The Book and Author



- Written by Stephen R. Covey.
- Graduated from Harvard University with an MBA.
- Chairman of the Covey Leadership Center and the Institute for Principle-Centered Leadership
- Meant to help people solve professional and personal dilemmas through principled living.

Overview



Synergy

- Synergy is, simply put, the idea that the whole is greater than the sum of its parts.
 - Relationships are part of the whole, rather than merely the connecting fibers.
- This is a mixture of habits 4 and 5.
 - We use habit 4 as the goal, and habit 5 as the means.
- This is “Middle Way” philosophy in the sense that the meeting ground of two options, not a compromise, is the ideal solution.

Synergistic Communication

- Communicating synergistically is communicating with the idea that any solution is going to come from all parties.
 - You have to think Win/Win here. Don't latch onto a single "ideal solution" except when all other ideas fall short in every respect.
 - Try to see the value and weakness in each opinion.
- You also have to make sure that everyone is on board with this. They need to keep personal problems out of the public square.
- The highest point of communication is not merely respect. It's dedication to a mutually understood goal.

Negative Synergy

- Negative synergy is what happens when the whole is less than the sum of its parts. This is what happens when you have really bad relationships.
- Low trust and ego fighting are often the primary causes.
- It's in people's nature to find one small dividing line and fortify it, refusing to ever see the other side.
- You need to focus on building relationships and trust between everyone involved to prevent this.
 - This seems inefficient to some, but a slow start is better than the alternative.

Valuing Differences

- The key to synergy is recognizing that hegemony is the enemy of creativity and solutions.
- The easy way to think about it is that if you have five people with the exact same outlook, then you essentially have four people wasting space.
- There needs to be multiple viewpoints or else crucial details will be missed. Solutions that could have saved everyone will go unnoticed if nobody can see them from their angle.
- The caveat is that all these differing viewpoints need to be on the same page. You can't have them pulling the team in different directions. They all need to have the same goal.

Force Field Analysis

- Every effort is moved by restraining and driving forces.
 - Restraining forces resist progress, driving forces push progress.
- The typical response to lack of progress is to add more drive.
 - However, this gives diminishing returns.
- Instead, use habits 4, 5, and 6 to reduce the restraining forces.

